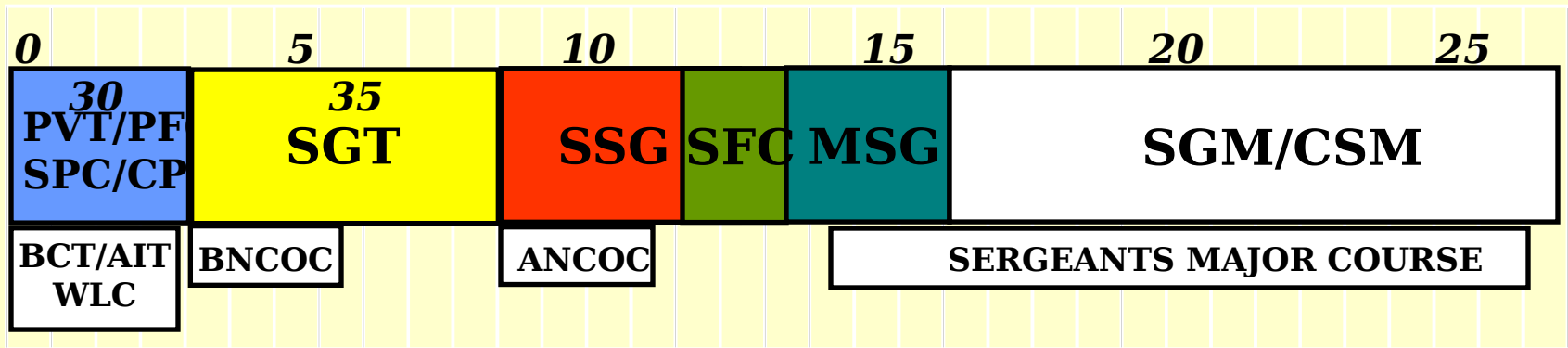




Typical Career Path

Financial Management Non-Commissioned Officer YEARS OF SERVICE



Cashier,
Disbursing Tech,
Disb. Clerk,
Pay Tech,
Pay Clerk,
Budget Tech,
Budget Clerk,

Pay Analyst,
Disbursing Analyst,
Budget NCO,
Comm Accts NCO,
Drill Sergeant,
Recruiter

Sr. Disb. Analyst,
Sr. FM Analyst,
Acctg. SR FM Analyst,
Internal Control Specialist,
Analyst, Recruiter,
Sergeant, Instructor,
Writer Developer,
Comm Accts NCO,
Budget NCO

Detachment Sgt.,
Disbursing MGR,
Finance MGR,
Opns FM MGR,
Acctg. FM MGR,
Internal Control MGR,
Budget MGR,
Deputy FO,
Cash Control Officer,
Sr. Drill Sergeant,
Senior Instructor,
Instructor,
Sr. Writer Developer,
Branch Manager

First Sergeant,
FM Opns Advisor,
Acctg. Sr. FM Advisor,
IC FM Advisor,
Spt Opns FM Advisor,
FM Advisor

Regimental CSM,
USAFINCOM CSM,
Sr. FM Opns Advisor (FMOC),
Sr. FM Opns Advisor (FMOC),
Chief Career Mgmt



NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: FINANCIAL MANAGEMENT

CMF NUMBER: 44 (MOS 44C)

THE FOLLOWING ARE ONLY RECOMMENDATIONS. You will have to tailor your self development efforts to the availability of courses at your installation. Alternate methods of achieving CMF course recommendations are examinations, correspondence courses, and ACE-recommended credits. See an education counselor for assistance in completing recommended courses/goal. The position titles in your organization may differ from the below positions. Due to space constraints, all duty positions were not listed below. See AR 611-21, Tables 10-44C for all position titles.



DEVELOPMENTAL ASSIGNMENTS

RANKS,
SKILL LEVELS &
DUTY ASSIGNMENTS

PVT PFC SPC/CPL
SKILL LEVEL 10
Accounting Clerk or Tech,
Budget Clerk or Tech,
Disbursing Clerk or Tech,
Travel Clerk or Tech,
Pay Clerk or Tech, Vendor
Services Clerk or Tech,
Cashier, Internal Control
Tech

SGT
SKILL LEVEL 20
TEAM LEADER
Accounting, Budget, Pay,
Disbursing, Travel, Vendor
Services, Foreign Pay,
and Internal Control
Analyst
RECRUITER

SSG
SKILL LEVEL 30
SQUAD LEADER
Senior Budget, Finance, Disbursing,
Funding, Foreign Pay, Finance
Operations, Financial
Management, Vendor Services and
Internal Control Analyst
RECRUITER, DRILL SERGEANT

SFC
SKILL LEVEL 40
DETACHMENT, PLATOON SGT
Budget, Disbursing, Finance Management,
Funding, Internal Control, Vendor Services,
Finance Management Pay, Accounts Manager
and Financial Management Advisor
SENIOR INSTRUCTOR
AC/RC ADVISOR

MSG
SKILL LEVEL 50
FIRST SERGEANT
Resource MGT NCO, Financial Management Advisor,
Financial Management Inspector, Finance Operations
Advisor, Senior Financial Management Advisor, Senior
Financial Management Inspector, Financial Management
Advisor
COMMAND SERGEANT MAJOR
CHIEF CAREER MGMT NCO

INSTITUTIONAL TRAINING

INSTITUTIONAL
TRAINING

BCT
AIT

WLC

BNCOC

ANCOC

USASMC

SELF-DEVELOPMENT

RECOMMENDED
NCOES-RELATED
COURSES

PRIOR TO PLDC:

1. English Composition
2. Basic Mathematics
3. Computer Literacy
4. Reading

Recommended Reading Standard:
Achieve Writing Standard *

PRIOR TO BNCOC:

1. Communication Skills
2. Personnel Supervision
3. Behavioral Science

Recommended Reading Standard:
Achieve Writing Standard *

PRIOR TO ANCOC:

1. Principles of Management
2. Organizational Behavior
3. Information Management Systems
4. Technical Writing
5. ACCP: 071 F13 (Battle Staff Course)

Recommended Reading Standard: 10
Achieve Writing Standard *

PRIOR TO SMC:

1. Research Techniques (Statistics)
2. Human Resource Management
3. World Geography

Recommended Reading Standard: 12
Achieve Writing Standard *

RECOMMENDED
CMF-RELATED
COURSES
AND
ACTIVITIES

SKILL LEVEL 10

1. Intro to Business
2. Accounting
3. Keyboarding
4. Communications
5. Personal Finance
6. Customer Relations
7. FS: AIT 541-44C10, Accts Payable 542-F6, Travel Admin/Entitlements 7D-F30/542-F4
8. ACCP: 805A D15, 805A D24

SKILL LEVEL 20

1. Basic Algebra
2. Computer Operations
3. Computer Hardware
4. Speech I
5. Spreadsheet/Word Processing
6. FS: Disbursing Ops 7D-F18/542-F86
7. ACCP: 805A M25

SKILL LEVEL 30

1. Speech II
2. Supervisory Management
3. Problem Solving
4. Human Relations
5. Decision Making
6. Stress Management
7. FS: PPBE5 7D-45A/541-F13(Phase I), RMBC 7D-45A/541-F13(Phase 2), RMTC 7D-F27/541-F11
8. ACCP: 805A D22, 805A D50, 805A D52

SKILL LEVEL 40

1. Applied Management
2. Planning
3. Organizing
4. FS: AMAAC 7D-F29/541-F12
5. ACCP: 805A M27
6. Enhanced Defense Financial Management Training (EDFMT)
7. Army Comptroller Course (ACC)

SKILL LEVEL 50

1. Public Relations
2. Business Communications
3. Organizational Effectiveness
4. Time Management
5. Professional Resource Managers Course (PRMC)
6. Defense Financial Management Course (DFMC) Maxwell AFB

RECOMMENDED
CMF-RELATED
CERTIFICATION
OR DEGREE GOAL

AA/AS IN: Accounting, Finance, Business Management, Economics, Marketing, Mathematics, Communications, Public Administration, Public Budgeting, Banking, Business Administration, Information Systems, Computer Science, Management Information Systems
BY THE 10TH YEAR OF SERVICE
Certified Defense Financial Manager (**CDFM** - From American Society of Military Comptrollers)

BA/BS IN: Accounting, Finance, Business Management, Economics, Marketing, Mathematics, Communications, Public Administration, Public Budgeting, Banking, Business Administration, Information Systems, Computer Science, Management Information Systems
BY THE 16TH YEAR OF SERVICE

NOTE

* See DA Pam 600-67. The Army Writing Standard is writing that can be understood in a single, rapid reading, and is generally free of errors in grammar, mechanics, and usage.

APPROVED BY: Commandant, U.S. Army Finance School

LEGEND

ACCP - Army Correspondence Course Program (DA Pam 351-20)
FS - Formal School Courses offered by the U.S. Army Finance School (DA Pam 351-4)

DATE: 4 October 1997

UPDATED: 15 May 2006